



Classification & Compensation

City and County of San Francisco
Department of Human Resources

Health Contribution Models

Last Updated on 5/20/19

Unions	Employee Only	Employee Plus One	Employee Plus Two or More
Crafts ¹ Professional ² Public Safety ³	93% of 2 nd Highest	93% of 2 nd Highest	83% of 2 nd Highest
MEA Unrep.	Charter ⁴ and 65% of Kaiser Ee 2+	Charter ⁴ and 75% of Kaiser Ee 2+	83% of 2 nd Highest
SEIU, Misc.	100%	96% of 2 nd Highest	83% of 2 nd Highest
Laborers ⁵	93%	93% of 2 nd Highest	88% of 2 nd Highest
SEIU, Nurse Sup. Nurse	90% of 2 nd Highest	90-95% Based on Plan	90-95% Based on Plan

¹ Auto. Mach., Building Inspectors, Craft Coalition, Electrical Workers, Oper. Eng., Plumbers, Stat. Eng., TWU 200 SEAM, TWU 250A – 7410 and TWU 250A – Multi.

² IFPTE, Local 21, MAA, Teamsters, Local 856 Misc. and UAPD.

³ DA Investigators, Deputy Sheriffs, Fire, MSA, Police, Prob. Off. and Sup. Prob. Off.

⁴ Charter Contribution is based on annual survey of employer contribution for employee only based on ten largest counties in California pursuant to Charter Section A8.423.

⁵ Rates noted for Laborers go into effect on 1/1/20. Until that time, they have the same benefits noted for Crafts.